

**The survey on the Gender Equality Promotion in  
Kyoto University**

**Report (English abstract ver.)**

**2016**

**Kyoto University Gender Equality Promotion Office**



## Abstract

This survey was conducted for the entire faculty and staff members of Kyoto University between June 9, 2015 and July 28, 2015. We listed the questionnaire being recorded at the end of this report on the website, and asked them to answer it. We informed the staff members through each department office personnel by the mailing lists, and disseminated at the Deans and Directors Meeting.

### Chapter1 The faculty and staff members of Kyoto University

- Women make up 40.7% of the entire faculty and staff of Kyoto University
- Women make up 9.6% of full-time faculty, 23.9% of specially contracted limited-term faculty and researchers, and 58.9% of staff
- The higher the rank is, the lower the ratio of women among faculty and staff is (full professors 6.3%; division, and section heads 8.0%)
- Part-time staff makes up about 39% of the entire faculty and staff of Kyoto University and women make up 53.9% of part-time staff.
- Compared to the previous survey in 2007, the female-to make rises

Figure 1-1-1(1): Rank and Gender of Faculty

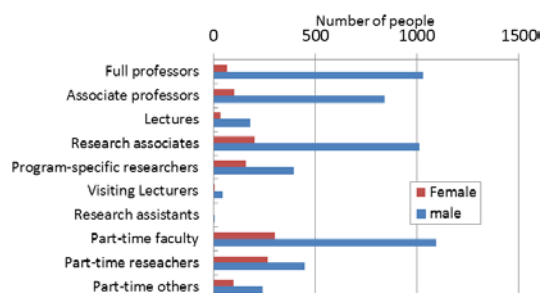


Figure 1-1-1(2): Rank and Gender of Staff

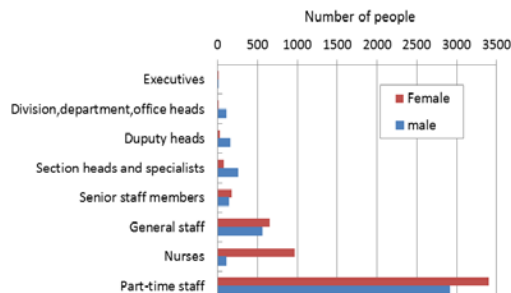


Table 1-1-3: Comparison the previous survey with this survey about number of women and the percentage of women at Kyoto University

Full-time or Part-time		This survey (2015)		Previous survey (2007)	
Faculty	Full-time	575	14.1%	244	7.8%
	Part-time	672	27.4%	540	20.3%
Staff	Full-time	1901	58.9%	1336	53.4%
	Part-time	3398	53.9%	2193	74.2%
Total		6546	40.7%	4313	38.3%

Subject of this survey : 16071 (faculty,6534; staff,9537)  
 Respondents to this survey : 1315 (faculty,699; staff,616)  
 Percentage of respondents : 8.2% (faculty,10.7%; staff,6.5%)

- The female-to-male ratio in faculty and students is on the upward trend

Figure 1-1-3: Total number of female faculty at Kyoto University and their share of the total population

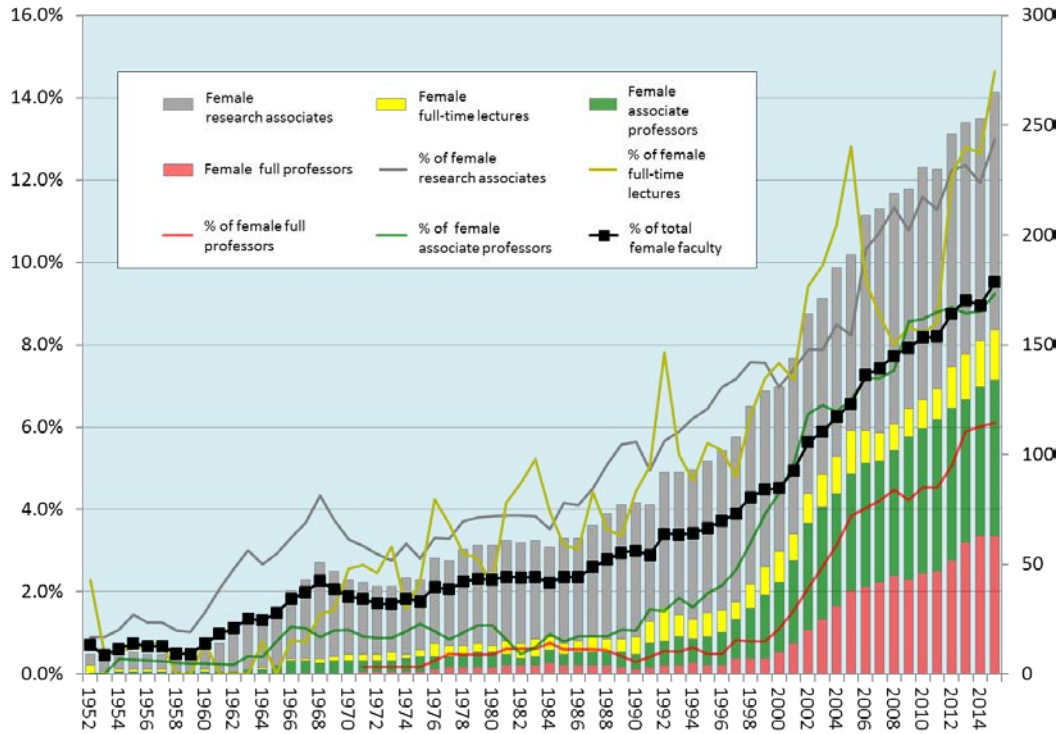
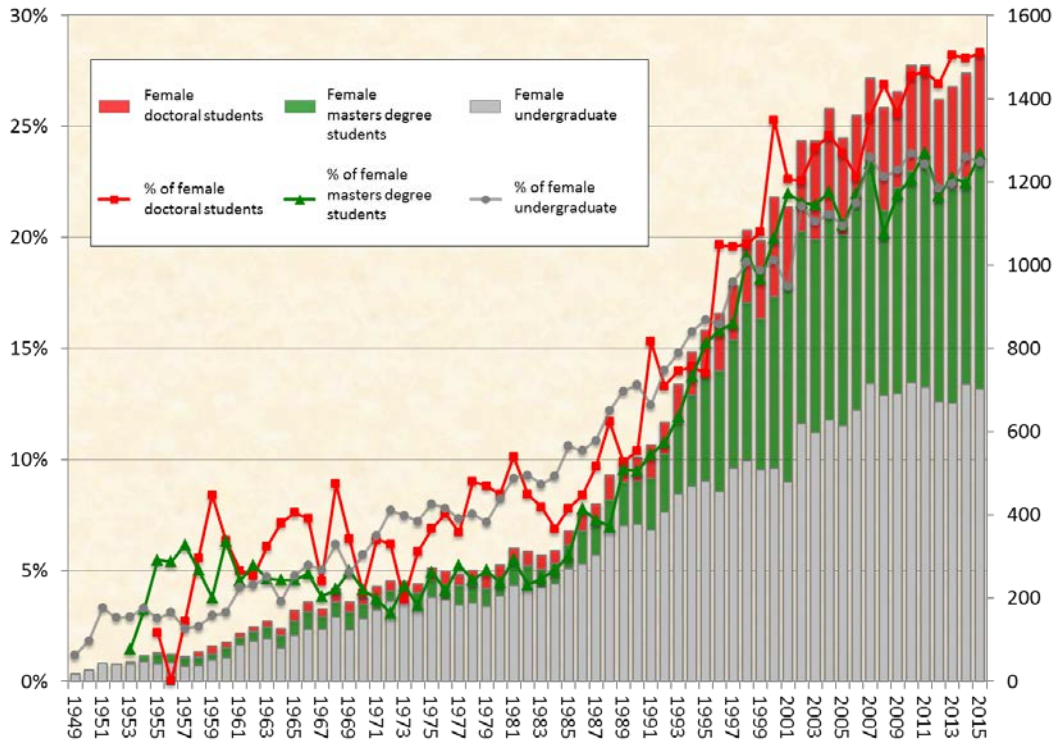


Figure 1-1-4: Total number of enrolled female students at Kyoto University and their share of the total population

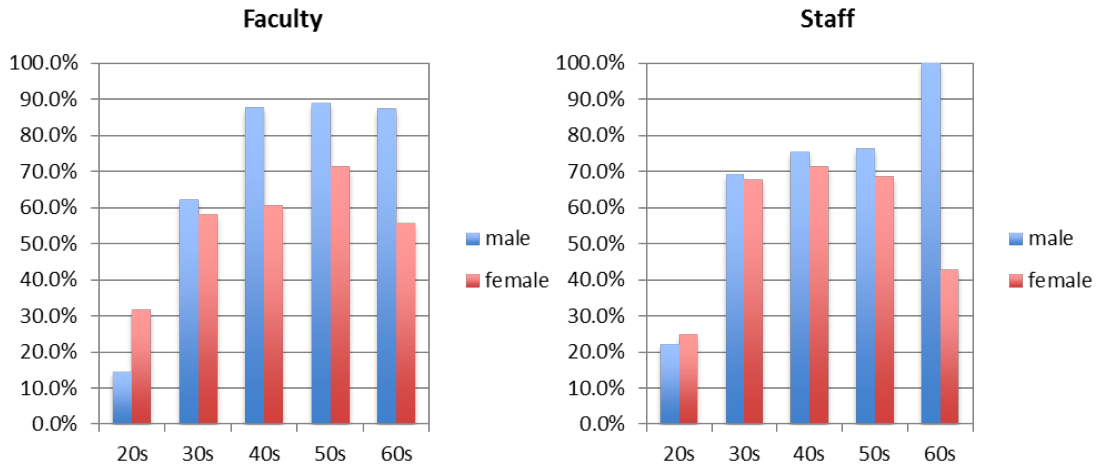


Chapter2 Kyoto University as a workplace

**Cooperation of men has become important in family formation**

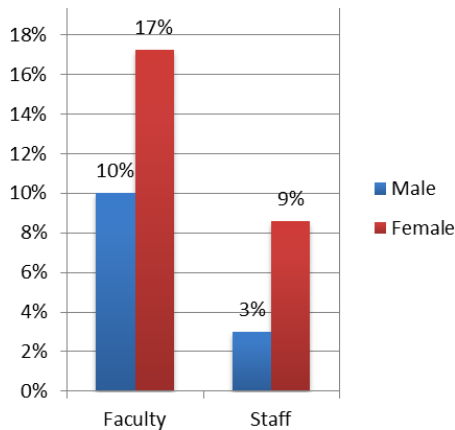
○The marriage rate in Kyoto University is higher than the average in Japan

**Figure2-1-1: Percentage of people who have a spouse, by age**

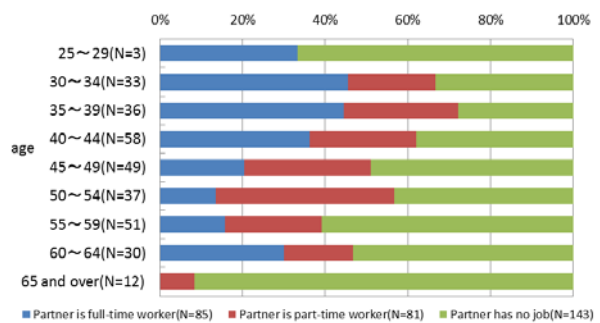


- Compared to the previous survey, the percentage of people who live separately from their spouse decrease. However, still, the percentage of faculty (especially women) is high. (female faculty, 17%; male faculty, 10%)
- Percentage of the male faculty whose spouses are full-time worker has increased.

**Figure2-1-2: The percentage of people who live separately from their partner**



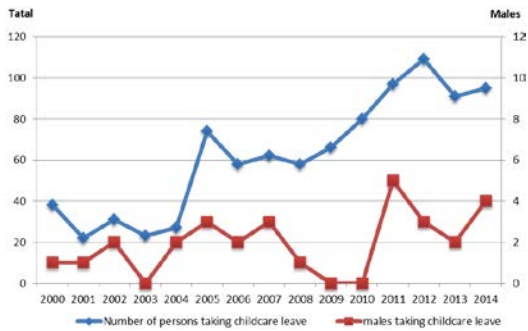
**Figure 2-1-5: Spouse's job, by age**



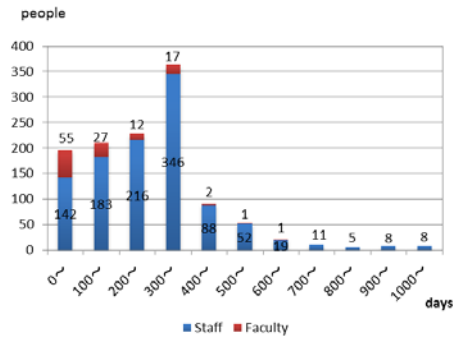
**The prime working years are also the prime years for childrearing and adult caregiving**

- The peak of childcare is between in their early 30s and late 40s
- Male staff members have low interest toward childcare and lack consideration for their spouses compared to male faculty.
- Childcare leave is mostly taken by only female faculty / staff members.
- Generally, the period of childcare leave period for female faculty is about three months and for female staff, it is about one year

**Figure 2-2-6: The number of people who take childcare leave (from 2000)**



**Figure 2-2-4: The days of childcare leave for female faculty and staff**

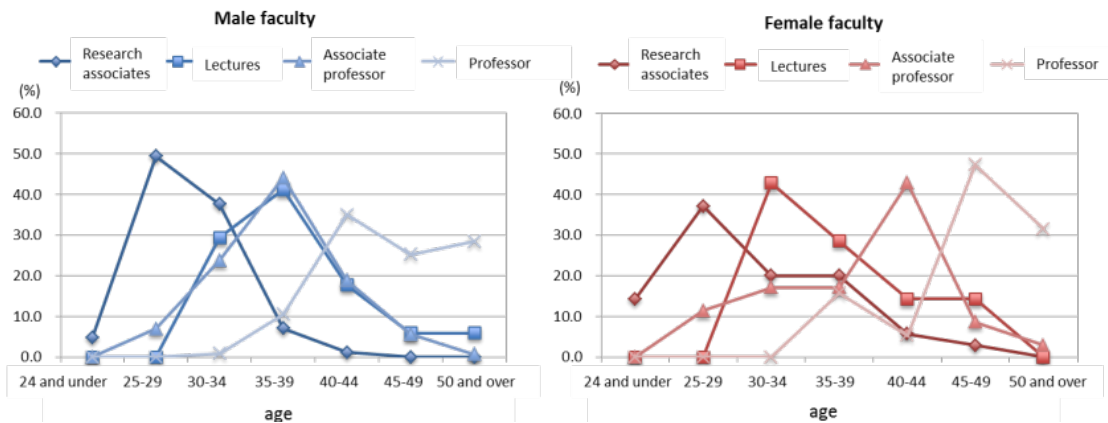


- Compare to the previous survey, percentage of the experience of caregiving and the period of caregiving is increased.
- Although faculty and staff often use the public nursing care services, few faculty and staff members take the family care leave.

**The difference between promotion and employment by gender still remains.**

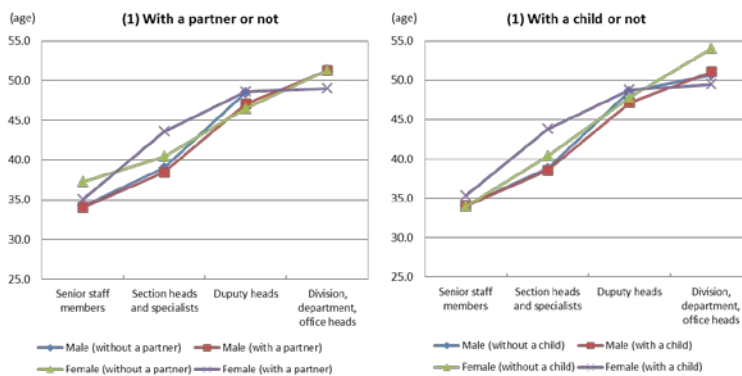
- In faculty, males are often promoted at a certain age, but the female's promotion age have range in age.

**Figure 2-3-2: Age of promotion for full-time faculty**



- In the staff, average promotive age of female staff members “having partner” or “having child” is older 5 years than male staff members

**Figure 2-3-7: Martial status and promotion of staff**

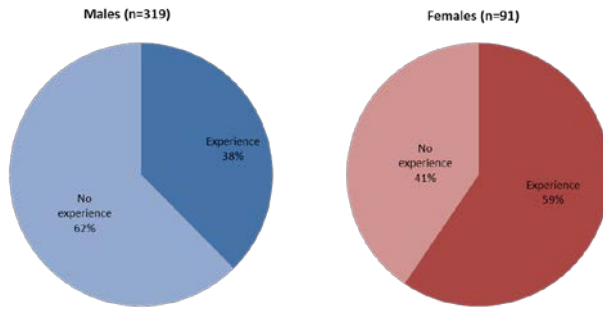


Chapter3 Kyoto University as a site for research

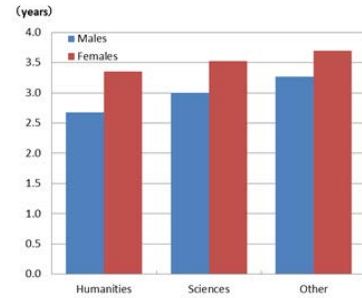
**The gender disparity in employment in research and academics**

- The percentage of female faculty with experience as part-time lectures, trainees, and researchers prior to full-time employment is about 20 percent higher than male, and the average hiring period as part-time employee of female is longer than male.

**Figure 3-1-1: Percentage of faculty with experience as part-time lectures, trainees, and researchers prior to full-time employment**

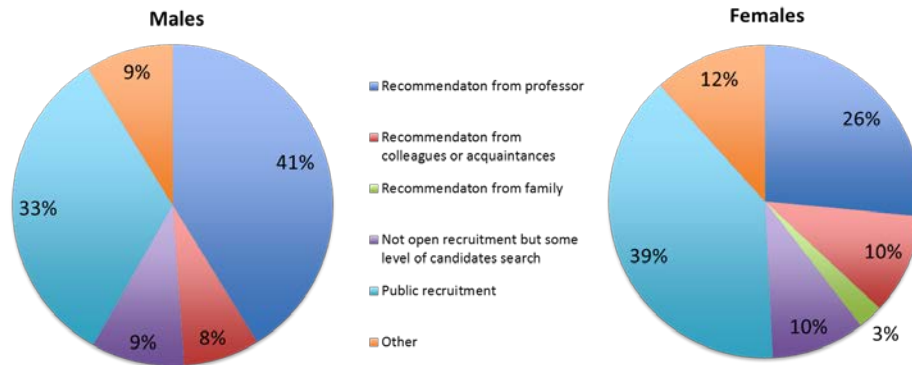


**Figure 3-1-3: The average years that experienced as part-time lectures, trainees, and researchers prior to full-time employment**

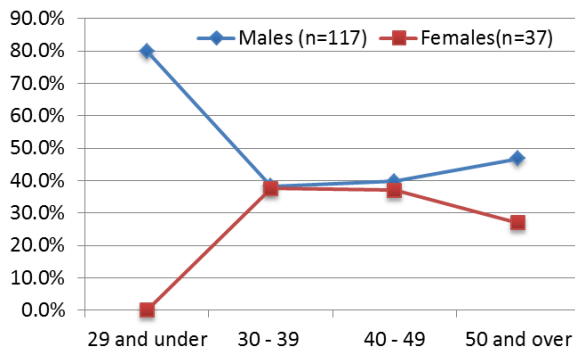


- Men tend to be recruited following the recommendation and women obtain jobs by applying to publicly-recruited positions
- Compare to the previous survey, the percentage of obtaining jobs accepting the recommendation is decrease, and there is no gap between male and female in 30s.

**Figure 3-1-11: How they obtain their first full-time position**



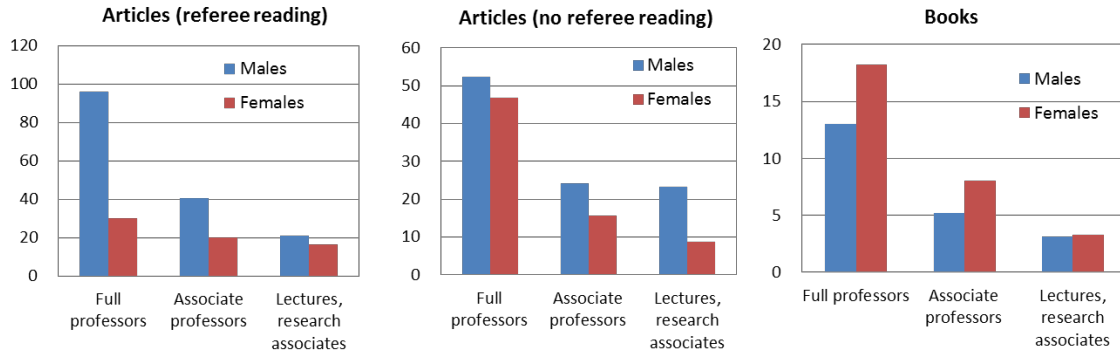
**Figure 3-1-14: The percentage of faculty who obtained first full-time position by accept the recommendation**



**Gender disparities in research output and reception grant money**

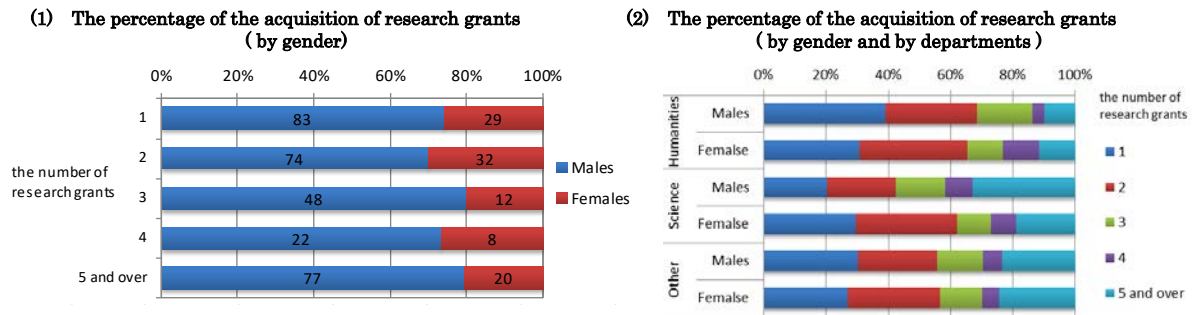
- The number of the paper which was written by male researchers is more than that of female researchers. However, when it comes to publication, female researchers overtake male researchers.
- In research output, the average of male is higher than female. But the existence of spouses and children is unrelated to the result.

**Figure 3-2-2: Research output of faculty (average)**

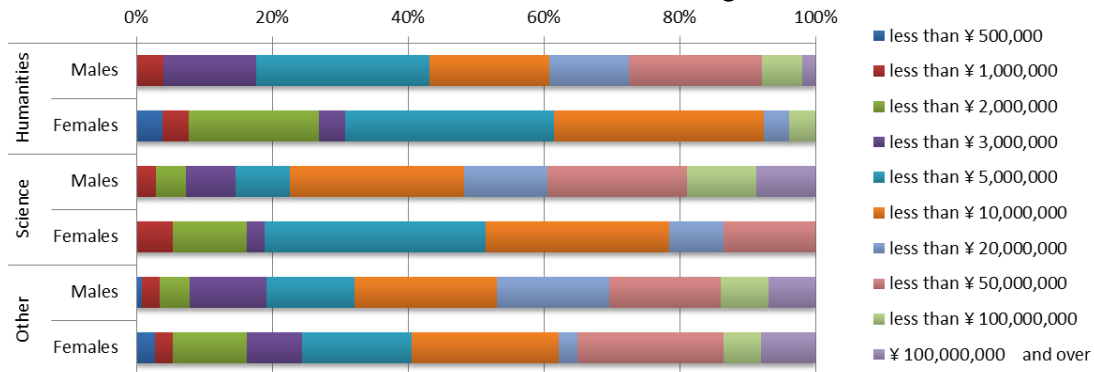


- Considering the percentage of the acquisition of research grants, female faculty is better than male faculty.
- There is not much difference between males and females in the number of research grants and the amount

**Figure 3-2-6: The number of acquiring research grants last 5 years**



**Figure 3-2-7 The amount of research grants**



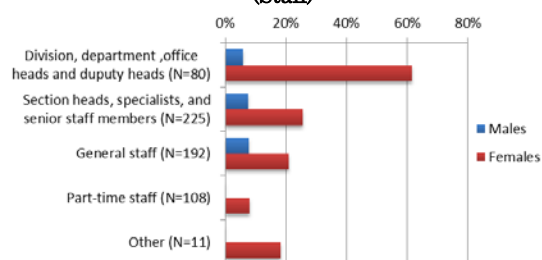


## Chapter4 Respondent's Views: problems and Countermeasures

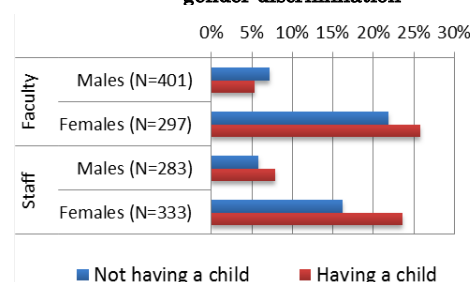
### Experience of gender-based discrimination at Kyoto University

- The percentage of those who have faced gender discrimination in Kyoto University is decline from the previous survey, 21.6% of females, 6.4% of males have experienced it.
- When it comes to Staff members, the higher their ranks are, the higher they experience gender discrimination
- The existence of spouses is unrelated to the result, but the existence of children is related to the result clearly.

**Figure4-1-2: Experience of gender discrimination (Staff)**



**Figure 4-1-4(2): Relevance the presence of a child and gender discrimination**



- At particular category of males, the percentage of people who have faced gender discrimination is high (Research associates and Research assistants: 16%, Section heads, specialists, and senior staff members: 8%)

### Problems and countermeasures

**Table 4-1: Obstacles to men and women working together productively at Kyoto University, reported by respondents**  
Males (N=685) ; Females (N=630)

Items	Male	Female
Inadequate support for childbirth, childcare, and caregiving	38.0%	34.9%
Not enough female faculty members	36.9%	34.1%
Disadvantages to women in work and research environment	14.2%	22.7%
No particular problem seen	18.4%	17.6%
Disadvantages for women in promotion and employment	10.2%	26.2%
Not enough female students	21.9%	9.2%
Lack of adequate system for advising and counseling	11.5%	14.0%
Facilities not adequately suited for women's needs	9.6%	15.7%
Inadequate security	10.8%	13.2%
Inadequate consideration of biological gender differences	10.4%	12.4%
Other	9.1%	13.0%
Sexual harassment	8.0%	12.2%
Lack of support from spouse or partner	8.6%	11.4%
Academic harassment	8.6%	9.7%
Not enough interaction between women	2.6%	9.7%
Restrictions on using former ("maiden") name at work	3.6%	6.8%
Standards for work evaluation disadvantageous to women (overemphasis on amount of time spent at work and quantity of research output)	3.1%	7.3%
Disadvantages for women in guidance and preparing to enter graduate school	2.2%	6.0%
Employment difficulty for female students	3.5%	4.3%
Disadvantages for men in promotion and employment	6.1%	0.3%
Disadvantages for men in work and research environment	3.9%	1.0%
Standards for work evaluation disadvantageous to men	3.2%	0.0%
Disadvantages for men in guidance and preparing to enter graduate school	0.9%	0.2%

- Both male faculty and staff members are interested in taking childcare leave
- The answer for both “obstacles” and “measures” depend on gender and life pattern.

**Table 4-2 Measures to enable men and women to work together productively at Kyoto University, reported by respondents**

Males (N=685) ; Females (N=630)		
Items	Male	Female
Introducing flexible work hours	36.6%	42.7%
More understanding from supervisors and co-workers	33.0%	35.9%
Establishing daycare facilities on campus	33.0%	33.3%
Elimination of meetings outside of regular working hours	34.7%	31.0%
Change in male attitudes	31.5%	31.4%
Making childcare leaves easily obtainable	35.2%	24.0%
Promotion of childcare leaves for men	33.6%	24.4%
Eliminating evaluation of work based on the length of time spent at work	22.2%	32.9%
Introduction of a “working at home” system	22.2%	26.2%
Childcare facilities for school-age children	22.0%	23.7%
Support for returning to the workplace after a leave	22.6%	22.5%
Creating a system for returning to the workplace after leaving the job	19.6%	25.7%
Economic support for childcare	22.6%	20.3%
Creation of a long-term childcare system	20.0%	21.9%
General reduction in work hours	23.4%	17.9%
Reduction of working time during the childrearing period	20.6%	20.5%
Greater availability of leave for adult caregiving	19.3%	21.1%
Greater availability of annual paid leave	21.8%	17.5%
Change in female attitudes	19.7%	18.9%
Active recruitment and promotion of female faculty, administration and staff	16.8%	21.4%
Establishing more varied criteria for evaluating work (emphasis on factors other than amount of time spent at work and quantity of research output)	17.4%	16.0%
Daycare for children when they are sick	10.5%	20.0%
Educating faculty, administration and staff, and students on gender equality	14.3%	12.9%
Easier admission to off-campus daycare facilities	11.7%	15.2%
Establishing spaces for nursing, diaper changing, etc	11.5%	12.5%
More understanding to participate meetings and conduct lectures from outside the university (such as a home)	12.6%	11.1%
Guidance and support of young female faculty, administration and staff, graduate students, and undergraduate students	12.8%	10.6%
Creation of rest areas, showers, etc. for women	8.3%	14.9%
Abolishment of age criteria for employment and research subsidies	9.9%	11.0%
Creation of a better security system	9.5%	10.2%
Improving the office environment	10.2%	8.7%
Policies to reduce commuting time	7.7%	11.3%
A maternity and childcare leave system for students	8.8%	9.7%
Increasing the number of women’s restrooms	3.9%	11.6%
Creation of an advisory center for women	6.1%	7.8%
The employment of more experts as advisers and counselors	5.3%	8.3%
Expanding and publicizing the use of former (“maiden”) name at work	5.4%	6.8%
Establish numerical quotas for employment of female faculty, administration, and staff	4.2%	7.0%
Other	5.8%	4.4%
Employment support for female students	4.8%	3.5%
Social events for female faculty, administration and staff, and students to promote exchange	2.2%	4.6%
Promotion of research on gender equality	2.8%	2.7%
Creation of courses on gender equality	2.8%	2.4%

This year's survey showed still gender discrimination and gender differences in promotion and employment persists in Kyoto University even though the number of cases has decreased. Particularly, top 5 items of "problems" and "countermeasures" in Kyoto University are almost the same as the one of previous survey. We found that the situation needs to be improved.

When it comes to the awareness of gender equality, the result showed that male faculty's awareness has improved. But male staff's awareness is not as much as the one of faculty's. On the other hand, the number of males who think there are disadvantages for men in promotion and employment is increased. Therefore, we need to clarify the promotion and recruitment standards. Since the percentage of family-care has increased and the term of family-care extended, we need to design flexible system and operation not only for child-care but also for family-care.